GROW Model
Some Guiding Questions

Goal
1. So, what is the goal you've got for yourself?
2. How will you know if you have been successful? What does success look like?
3. Why do you want tot achieve this goal?
4. How Important is it for you to achieve this?

Reality
1. Talk me through what is happening now?
5. What led up to this situation? What barriers or obstacles have you faced?
6. Why did you make that decision? What influenced you to shave that way?
7. How has this situation affected you? Why did you take that approach?

Options
1. So what do you think your options are?
2. What's the best/worst thing about that option?
3. If you didn't have any restrictions or constraints, what would you do?
4. What other approaches might bring you success with this?
5. What would your customer/student/staff member suggest? What do you think I might suggest?

Way Forward
1. When are you going to start/
2. What actions are you going to take?
3. Who will help you?
4. How are you going to make sure you do it?
5. On a scale of 1-10, how confident are you of achieving this?